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ABSTRACT

This report presents the results of a survey of grievance policies in approximately 700 school districts; the survey was conducted by the Research Department of the California Teachers Association in conjunction with the Association of California School Administrators. Information about district policies for resolving disputes, commonly referred to as "grievance policies," is presented in table format. Districts are listed alphabetically by type of district (unified, elementary, or high school). Average daily attendance figures are also included, to assist those wishing to make comparisons among similarly sized districts. The report notes that districts were asked to furnish copies of board-adopted grievance procedure policies; many of these are on file in the department's Research Information Center. (Authors/JA)

ED 081730

BOARD ADOPTED GRIEVANCE POLICIES

1972 - 1973

Prepared by

Research Department

CALIFORNIA TEACHERS ASSOCIATION

and

ASSOCIATION OF CALIFORNIA SCHOOL ADMINISTRATORS

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SUPPLEMENTARY RESEARCH REPORT

NUMBER 125

April 1973

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INTRODUCTION

The data contained in this Supplementary Research Report was gathered by a survey conducted by the Research Department of the California Teachers Association in conjunction with the Association of California School Administrators. Approximately 700 districts responded to the survey.

This report contains information about district policies for resolving disputes, commonly referred to as *Grievance Policies*. Districts are listed alphabetically by type of district. Average daily attendance figures are also included to assist those wishing to make comparisons among similar size districts.

Districts were asked to furnish copies of board adopted grievance procedure policies and many of these are on file in the department's Research Information Center.

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TABLE 1 - UNIFIED DISTRICTS

DISTRICT POLICIES FOR RESOLVING DISPUTES – GRIEVANCE POLICIES													
DISTRICT NAME	AVERAGE DAILY ATTENDANCE	AREAS EXCLUDED FROM GRIEVANCE POLICIES						PROCEDURAL STEPS FOR APPEAL					
		Transfers	Salary Placement	Evaluation	Assignment	Leaves	Other	Conference With Principal	Conference With Administrator	School Board	Arbitrator	Panel	Other
ALAMEDA	12,421	NO POLICY											
ALBANY	2,928	NO POLICY											
ALPAUGH	163	NO POLICY											
ALPINE	126	NO POLICY											
ANDERSON VALLEY	393							X	X	X			
ANTIOCH	8,448							X	X	X		X	
ARCADIA	10,302							X	X	X			
ATASCADERO	3,061	NO POLICY											
AZUSA	13,006								X	X			
BALDWIN PARK	12,909							X	X	X			
BANNING	3,122							X	X	X			X
BARSTOW	258							X	X	X			
BASSETT	8,664							X	X	X			
BEAR VALLEY	1,624							X		X			
BEAUMONT	2,396							X	X	X		X	
BELLFLOWER	12,182							X	X			X	
BENICIA	1,894	X	X		X	X		X	X	X			
BERKELEY	15,613							X	X	X	X		
BIG VALLEY	339							X					
BIGGS	689	NO POLICY											
BONITA	7,791	NO POLICY											
BORREGO SPRINGS	264	NO POLICY											
BREA-OLINDA	4,603	NO POLICY											
BURBANK	14,242							X	X	X		X	
CABRILLO	2,815							X	X	X			X
CALAVERAS	1,728							X	X			X	
CALEXICO	4,294							X	X	X		X	
CALISTOGA	558	NONE REPORTED											
CAPISTRANO	8,559							X	X	X			
CARLSBAD	4,116			X				X	X	X			
CARUTHERS	1,052	X	X	X	X	X		X	X	X		X	
CASTRO VALLEY	9,495	NONE REPORTED											
CERES	4,163							X	X	X			
CHARTER OAK	9,422	NO POLICY											
CHINO	9,484							X	X	X			
CLAREMONT	7,221	NO POLICY											

TABLE 1 - UNIFIED DISTRICTS

DISTRICT POLICIES FOR RESOLVING DISPUTES – GRIEVANCE POLICIES														
DISTRICT NAME	AVERAGE DAILY ATTENDANCE	AREAS EXCLUDED FROM GRIEVANCE POLICIES						PROCEDURAL STEPS FOR APPEAL					
		Transfers	Salary Placement	Evaluation	Assignment	Leaves	Other	Conference With Principal	Conference With Administrator	School Board	Arbitrator	Panel	Other
CLOVERDALE	1,390							X	X	X			
COALINGA	2,399							X	X	X			
COLTON	11,958							X	X	X			
COLUSA	1,335	NO POLICY											
COMPTON	39,990							X	X	X	X		
CORONA-NORCO	15,844	X	X	X	X	X		X	X	X			X
CORONADO	3,248		X			X		X	X	X			X
COVINA-VALLEY	18,495							X	X	X			
DAVIS	5,559							X	X	X			
DEL NORTE	3,911	NO POLICY											
DESERT CENTER	943							X					X
DESERT SANDS	7,911	NO POLICY											
DIXON	2,033							X	X	X			
DOWNEY	18,860	X		X				X	X			X	
DUARTE	4,875							X	X	X			
EL RANCHO	14,716							X	X	X			
EL SEGUNDO	3,288							X	X	X	X	X	
ELSINORE	2,337							X	X	X			
ESCALON	2,114	X			X			X	X	X			
ESPARTO	779							X	X	X		X	
EUREKA	8,345	NONE REPORTED											
FAIRFIELD-SUISUN	12,610							X	X	X			
FOLSOM-CORDOVA	12,843							X	X	X		X	X
FONTANA	13,553		X			X		X	X				
FORT BRAGG	2,568							X	X	X			
FOWLER	2,066							X	X	X			
FREMONT	33,243			X			X	X	X			X	
FRESNO	58,313		X					X	X				
GARDEN GROVE	54,727							X	X				
GEYSERVILLE	295	NO POLICY											
GILROY	5,253	X	X	X	X	X		X	X				
GLENDALE	23,953	X		X				X	X			X	
GLENDORA	9,279	NONE REPORTED											
HAYWARD	27,700							X	X	X			
HEMET	6,083							X	X	X		X	X
HILMAR	1,364	NO POLICY											

TABLE 1 - UNIFIED DISTRICTS

DISTRICT POLICIES FOR RESOLVING DISPUTES – GRIEVANCE POLICIES														
DISTRICT NAME	AVERAGE DAILY ATTENDANCE	AREAS EXCLUDED FROM GRIEVANCE POLICIES						PROCEDURAL STEPS FOR APPEAL						
		Transfers	Salary Placement	Evaluation	Assignment	Leaves	Other	Conference With Principal	Conference With Administrator	School Board	Arbitrator	Panel	Other	
HUENEME	6,920							X	X					
IMPERIAL	1,646	NO POLICY												
INGLEWOOD	13,997		X			X		X	X	X	X	X		
IONE	573							X	X	X				
JACKSON	742							X	X					
JOHN SWETT	1,905	X	X	X	X	X		X	X	X				
JURUPA	9,031	NO POLICY												
KELSEYVILLE	694	NO POLICY												
KINGS CANYON	5,611							X	X	X				
KONOCTI	1,198							X	X	X				
LA CANADA	4,928							X	X	X				
LAKE TAHOE	3,755							X	X	X				
LAKEPORT	1,232	NO POLICY												
LAS VIRGENES	6,012	NO POLICY												
LATON	883	X	X			X		X	X	X				
LINCOLN	5,455							X	X	X		X		
LINDEN	2,112		X						X	X				
LIVE OAK	1,261								X					
LODI	11,908							X	X	X				
LOMPOC	13,616							X	X	X		X		
LONE PINE	567							X	X	X				
LOS ANGELES	678,933							X	X	X				X
LOS BANOS	3,341	NONE REPORTED												
LOS MOLINOS	572	NO POLICY												
LUCIA MAR	6,774							X	X	X				
LYNWOOD	9,407			X				X	X	X				
MADERA	7,681							X	X	X				
MARIPOSA	1,261	X		X				X	X					
MARYSVILLE	8,675							X	X	X				
MAXWELL	299							X	X	X				
MENDOCINO	489		X		X	X	X	X	X	X				
MIDDLETOWN	344							X	X	X				
MILPITAS	10,413							X	X	X				
MODESTO	21,307						X	X	X	X		X		
MODOC	1,134								X	X				
MOJAVE	1,464	X	X	X	X	X		X	X	X				

TABLE 1 - UNIFIED DISTRICTS

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DISTRICT NAME	AVERAGE DAILY ATTENDANCE	AREAS EXCLUDED FROM GRIEVANCE POLICIES						PROCEDURAL STEPS FOR APPEAL					
		Transfers	Salary Placement	Evaluation	Assignment	Leaves	Other	Conference With Principal	Conference With Administrator	School Board	Arbitrator	Panel	Other
MONROVIA	7,151	X	X	X	X	X			X				
MONTEBELLO	24,756							X	X	X			
MONTEREY PENINSULA	19,181							X	X				X
MORGAN HILL	4,604							X	X	X			
MT DIABLO	49,525	NONE REPORTED											
MOUNTAIN EMPIRE	1,001	NO POLICY											
MUROC	4,225							X	X				
NEEDLES	1,391	X	X					X	X	X	X		
NEW HAVEN	6,982							X	X	X		X	
NEWARK	9,817	NO POLICY											
NEWMAN CROWS LANDING	1,278							X	X	X			
NEWPORT-MESA	26,498							X	X			X	
NORWALK-LA MIRADA	31,473			X		X		X	X	X			
NOVATO	11,738							X	X	X			
OAKLAND	62,007							X	X	X	X		
OCEANSIDE	10,371								X	X		X	
OJAI	3,609											X	
ORANGE	28,442	X		X			X	X	X	X			
ORLAND	1,852	NO POLICY											
ORO MADRE	1,404							X	X	X			
OWENS VALLEY	248								X	X			
PACIFIC GROVE	3,751							X	X	X			
PAJARO VALLEY	13,093	X	X	X	X	X		X	X	X			
PALO ALTO	15,025	X	X	X	X	X		X	X	X		X	
PALO VERDE	3,938			X				X	X	X			
PALOS VERDES PEN	18,162						X	X	X	X		X	
PARADISE	2,868	NONE REPORTED											
PARLIER	1,712		X			X		X	X	X			
PASO ROBLES	2,389	X	X	X	X	X		X	X	X			
PATTERSON	2,198							X	X	X			
PETALUMA	9,337							X	X	X			
PIEDMONT	2,612	X	X					X	X	X			
PIERCE	824	NO POLICY											
PITTSBURG	5,751							X	X	X		X	
PLACENTIA	13,280							X				X	
PLUMAS	2,880							X	X	X			

TABLE 1 - UNIFIED DISTRICTS

DISTRICT POLICIES FOR RESOLVING DISPUTES – GRIEVANCE POLICIES														
DISTRICT NAME	AVERAGE DAILY ATTENDANCE	AREAS EXCLUDED FROM GRIEVANCE POLICIES						PROCEDURAL STEPS FOR APPEAL						
		Transfers	Salary Placement	Evaluation	Assignment	Leaves	Other	Conference With Principal	Conference With Administrator	School Board	Arbitrator	Panel	Other	
POMONA	22,454	NO POLICY												
POWAY	8,553								X	X				
PRINCETON	358	NO POLICY												
RAMONA	1,757	NO POLICY												
RIALTO	12,846							X	X	X				
RICHMOND	40,272			X				X	X	X		X	X	
RIM OF THE WORLD	2,559	NO POLICY												
RIPON	1,233							X	X	X				
RIVER DELTA	2,742	NO POLICY												
RIVERSIDE	26,685	NONE REPORTED												
ROUND VALLEY	388	NO POLICY												
ROWLAND	14,930			X				X	X	X		X		
SACRAMENTO	53,056	NONE REPORTED												
ST HELENA	1,400						X	X	X	X			X	
SAN DIEGO	131,846							X	X		X			
SAN JACINTO	1,823	NO POLICY												
SAN JOSE	38,323							X	X	X				
SAN JUAN	55,255							X	X	X	X			
SAN LEANDRO	9,951						X	X	X	X				
SAN LORENZO	15,368							X	X	X				
SAN LORENZO VALLEY	2,778	NONE REPORTED												
SAN LUIS COASTAL	7,217	NO POLICY												
SAN MARINO	3,510	NO POLICY												
SAN PASQUAL VALLEY	665							X	X	X	X			
SAN RAFAEL	9,039							X	X				X	
SAN RAMON VALLEY	10,482	NONE REPORTED												
SANGER	6,470	X	X		X	X		X	X	X				
SANTA ANA	27,634	NONE REPORTED												
SANTA BARBARA	17,938						X	X						
SANTA CLARA	24,271	NONE REPORTED												
SANTA CRUZ	8,669	NONE REPORTED												
SANTA ROSA	13,501							X	X	X				
SHANDON	224	NO POLICY												
SHORELINE	893	NO POLICY												
SIERRA-PLUMAS	666							X	X	X				
SIMI VALLEY	24,254							X	X	X	X		X	

TABLE 1 - UNIFIED DISTRICTS

DISTRICT POLICIES FOR RESOLVING DISPUTES – GRIEVANCE POLICIES														
DISTRICT NAME	AVERAGE DAILY ATTENDANCE	AREAS EXCLUDED FROM GRIEVANCE POLICIES						PROCEDURAL STEPS FOR APPEAL						
		Transfers	Salary Placement	Evaluation	Assignment	Leaves	Other	Conference With Principal	Conference With Administrator	School Board	Arbitrator	Panel	Other	
SONOMA VALLEY	3,852							X	X	X				
SOUTH PASADENA	4,110							X	X	X				
SOUTH SAN FRANCISCO	13,653	X				X		X	X	X				
SOUTHERN HUMBOLDT	1,177							X	X	X				
SOUTHERN KERN	1,132							X	X	X				
STOCKTON	31,718							X	X	X		X		
SURPRISE VALLEY	293								X					
TAHOE-TRUCKEE	2,557	X	X	X	X	X		X	X	X				
TEHACHAPI	1,703	X	X	X				X	X	X				
TEMPLE CITY	4,6 2							X	X			X		
TORRANCE	35,232	X	X	X	X	X		X	X	X				
TRACY	5,302							X	X	X		X		
TRAVIS	3,864	NO POLICY												
TULELAKE BASIN	689	X	X	X	X			X	X	X				
TURLOCK	5,106			X				X	X	X		X		
UKIAH	6,248							X	X	X				
VACAVILLE	6,496							X	X	X				
VALLEJO	16,101							X	X	X				
VENTURA	17,972							X	X	X	X	X		
VISALIA	13,546							X	X	X				
WALNUT VALLEY	5,043			X		X		X	X	X		X		
WESTERN PLACER	2,137								X					
WESTWOOD	489	NO POLICY												
WILLITS	1,951								X	X				
WILLOWS	1,787	NO POLICY												
WINTERS	1,159							X	X	X				
WOODLAND	7,141	NO POLICY												
YUBA	7,642							X	X	X				X
YUCAIPA	4,596							X	X	X				

TABLE 2 – ELEMENTARY DISTRICTS

DISTRICT POLICIES FOR RESOLVING DISPUTES – GRIEVANCE POLICIES														
DISTRICT NAME	AVERAGE DAILY ATTENDANCE	AREAS EXCLUDED FROM GRIEVANCE POLICIES						PROCEDURAL STEPS FOR APPEAL						
		Transfers	Salary Placement	Evaluation	Assignment	Leaves	Other	Conference With Principal	Conference With Administrator	School Board	Arbitrator	Panel	Other	
ACELANTI	1,683	NO POLICY												
ALISAL	2,245							X	X	X				X
ALTA VISTA	408	NO POLICY												
ALUM ROCK	16,042	X	X	X	X	X		X	X	X				
AMERICAN	388	NO POLICY												
ANAHEIM	13,495							X	X	X				
APPLE VALLEY	1,080							X	X	X				
ARCOHE	277	NO POLICY												
ARMONA	706	NO POLICY												
ATWATER	3,516	NO POLICY												
AUBERRY	317	NO POLICY												
AUBURN	1,939								X					
BAKERSFIELD	21,994	X	X			X		X	X			X		
BALLICO-CRESSEY	328	NO POLICY												
BANTA	138							X	X	X				
BAYSHORE	467	NO POLICY												
BEARDSLEY	1,626							X	X	X				
BELMONT	3,503							X	X	X				
BENNETT VALLEY	487							X	X	X				
BIG CREEK	179	NO POLICY												
BIG LAGOON	37	NO POLICY												
BIOLA-PERSHING	267	NO POLICY												
BISHOP	1,522	X						X	X	X		X		
BLACK BUTTE	83	X						X		X		X		
BLOCHMAN	174	NO POLICY												
BOGUS	10	NO POLICY												
BOLINAS-STINSON	107	NO POLICY												
BRADLEY	35	NO POLICY												
BRIGGS	317							X	X			X		
BRISBANE	333							X	X					X
BRITTAN	468								X		X			
BROWNS	189	NO POLICY												
BUENA VISTA-KERN CO.	38	NO POLICY												
BURNT RANCH	43	NO POLICY												
BURTON	740								X	X				
BUTTEVILLE	45	NO POLICY												

TABLE 2 - ELEMENTARY DISTRICTS

DISTRICT POLICIES FOR RESOLVING DISPUTES – GRIEVANCE POLICIES														
DISTRICT NAME	AVERAGE DAILY ATTENDANCE	AREAS EXCLUDED FROM GRIEVANCE POLICIES						PROCEDURAL STEPS FOR APPEAL						
		Transfers	Salary Placement	Evaluation	Assignment	Leaves	Other	Conference With Principal	Conference With Administrator	School Board	Arbitrator	Panel	Other
BUTTONWILLOW	382	NO POLICY												
CAJON VALLEY	13,293							X	X	X	X			
CALIENTE	34	NO POLICY												
CAMBRIA	244	X						X	X	X	X	X		
CAMINO	422							X	X	X				
CAMPBELL	10,473							X	X	X		X		
CANTUA	371							X	X	X				
CARDIFF	687							X	X	X				
CASCADE	1,947	X	X		X			X	X	X				
CASMALIA	49						X	X		X	X	X		
CAYUCOS	179									X				
CEDAR CREEK	83							X	X	X	X			
CENTER	1,204							X	X	X	X	X		
CENTRAL-KINGS CO	2,332	NO POLICY												
CENTRAL-SAN BERN CO	1,655							X	X	X				
CENTRALIA	6,885							X	X	X				
CHATOM	742							X	X	X				
CHAWANAKEE	43							X						
CHINA LAKE	2,500							X	X					
CHOWCHILLA	1,045	NO POLICY												
CHUALAR	287	NO POLICY												
CHULA VISTA	17,627							X	X			X		
CINNABAR	234							X	X	X				
CLAY	90	NO POLICY												
COACHELLA	2,580	NO POLICY												
COLFAX	288	NO POLICY												
COLUMBIA-SHASTA CO	239							X	X	X				
COLUMBIA-TUOLUMNE CO	451	NO POLICY												
COTTONWOOD	805	NO POLICY												
COX BAR	31	NO POLICY												
CUCAMONGA	824	NO POLICY												
CUDDEBACK	187	NO POLICY												
CUPERTINO	23,011							X	X	X		X		
CURTIS CREEK	556	X			X	X			X	X	X			
CUTTEN	486	NO POLICY												
CYPRESS	7,111							X	X	X				

DISTRICT POLICIES FOR RESOLVING DISPUTES – GRIEVANCE POLICIES														
DISTRICT NAME	AVERAGE DAILY ATTENDANCE	AREAS EXCLUDED FROM GRIEVANCE POLICIES						PROCEDURAL STEPS FOR APPEAL					
		Transfers	Salary Placement	Evaluation	Assignment	Leaves	Other	Conference With Principal	Conference With Administrator	School Board	Arbitrator	Panel	Other
[illegible]	24[illegible]									X			
[illegible]	572							X	X	X			
DEL PASO HEIGHTS	1,647	NO POLICY											
DELANO	3,175	NO POLICY											
DIXIE	554	NO POLICY											
DOS PALOS	1,428	NO POLICY											
DOW CREEK	157	NO POLICY											
DUCOR	152	NO POLICY											
DUNSMUIR	40	NO POLICY											
EAST WHITTIER	10,122							X	X	X			
EASTSIDE	702							X	X	X			
EDISON	610	NO POLICY											
EL CENTRO	4,432				X	X		X	X	X			
EL MONTE	9,555	X	X	X	X	X		X	X				
ELVERTA	392							X	X	X			
ENCINO GAP	6	NO POLICY											
ENCINITAS	1,406	NO POLICY											
ESCONDIDO	9,162							X	X	X			X
ETNA	263								X	X		X	
EUREKA	785							X	X	X			
EXETER	1,072	X			X			X	X	X			
FAIRFAX-MARIN CO	1,066							X	X	X			
FALL CREEK	8	NO POLICY											
FALLBROOK	2,418	NO POLICY											
FERNDALE	504	NO POLICY											
FIELDBROOK	152						X	X		X			
FOOTHILL	228	NO POLICY											
FORTUNA	892	NO POLICY											
FRANKLIN	386	NO POLICY											
FRANKLIN-MCKINLEY	6,702			X				X	X		X		
FULLER-WHISKEYTOWN	40	NO POLICY											
FUNSHAW	251	X				X			X	X			
GALANT	58								X	X			
GILROY	418	NO POLICY											
GALT	1,251	NO POLICY											
GARFIELD	34	NO POLICY											

TABLE 2 - ELEMENTARY DISTRICTS

DISTRICT POLICIES FOR RESOLVING DISPUTES – GRIEVANCE POLICIES														
DISTRICT NAME	AVERAGE DAILY ATTENDANCE	AREAS EXCLUDED FROM GRIEVANCE POLICIES						PROCEDURAL STEPS FOR APPEAL						
		Transfers	Salary Placement	Evaluation	Assignment	Leaves	Other	Conference With Principal	Conference With Administrator	School Board	Arbitrator	Panel	Other	
GARVEY	6,427							X	X	X				
GAZELLE	55	NO POLICY												
GENERAL SHAFTER	108	NO POLICY												
GEORGETOWN DIVIDE	269	NO POLICY												
GERBER	457	NO POLICY												
GOLD OAK	370	NO POLICY												
GOLD TRAIL	317			X				X		X				
GOLDEN FEATHER	141							X		X				
GOLETA	6,891							X	X	X				
GONZALES	744	NO POLICY												
GREENFIELD-KERN CO	3,181	NO POLICY												
GUADALUPE	757							X	X	X				
HAMILTON	291	NO POLICY												
HANFORD	3,217	NO POLICY												
HAPPY CAMP	372							X		X				
HAPPY VALLEY-S CRUZ CO	78	NO POLICY												
HARMONY	347							X	X	X		X		
HART-RANSOM	457	NO POLICY												
HAWTHORNE	5,477							X	X	X				
HAYFORK VALLEY	394							X	X	X				
HEALDSBURG	1,067	NO POLICY												
HEBER	451							X					X	
HELM	58	NO POLICY												
HERMOSA BEACH	1,604							X	X	X				
HERNDON	274	NO POLICY												
HESPERIA	1,022	X			X			X	X					
HILLSBOROUGH	1,321							X	X	X			X	
HOLT	79	X						X	X			X		
HOPE-SANTA BARBARA CO	979	NO POLICY												
HOPETON	76	NO POLICY												
HORICON	29	NO POLICY												
HORNBROOK	96							X		X				
HOUGHTON-KEARNEY	265							X	X	X				
HUGHES-ELIZABETH LAKES	176	NO POLICY												
HUNTINGTON BEACH	6,967						X	X	X					
INDIAN SPRINGS	39	NO POLICY												

TABLE 2 - ELEMENTARY DISTRICTS

DISTRICT NAME	AVERAGE DAILY ATTENDANCE	DISTRICT POLICIES FOR RESOLVING DISPUTES – GRIEVANCE POLICIES											
		AREAS EXCLUDED FROM GRIEVANCE POLICIES						PROCEDURAL STEPS FOR APPEAL					
		Transfers	Salary Placement	Evaluation	Assignment	Leaves	Other	Conference With Principal	Conference With Administrator	School Board	Arbitrator	Panel	Other
ISLAND	258	NO POLICY											
JAMESTOWN	455											X	
JAMUL-LAS FLORES	477							X	X	X			
JANESVILLE	276							X		X			
JOHNSTONVILLE	124	NO POLICY											
JULIAN	247	NO POLICY											
JUNCTION-SHASTA CO	471	NO POLICY											
JUNCTION-SISKIYOU CO	11	NO POLICY											
KENTFIELD	1,309							X	X			X	
KERNVILLE	656				X			X	X	X			
KINGS RIVER	465	NO POLICY											
KINGS RIVER-HARDWICK	311	NO POLICY											
KINGSBURG	1,269	NO POLICY											
KIT CARSON	380								X	X			
KNEELAND	13	NO POLICY											
KNIGHTS FERRY	26	NO POLICY											
KNIGHTSEN	283	NO POLICY											
LA GRANGE	21	NO POLICY											
LA MESA-SPRING VALLEY	15,124							X	X	X			
LAGUNA SALADA	8,754							X	X	X			
LAGUNITAS	468	NO POLICY											
LAKE-GLENN CO	43	NO POLICY											
LAKE-LASSEN CO	23									X			
LAKESIDE-KERN CO	247	NO POLICY											
LAKESIDE-KINGS CO	469	X	X	X	X	X		X	X	X			
LAKESIDE-S CLARA CO	91	NO POLICY											
LAMMERSVILLE	161								X	X			
LANCASTER	7,201			X				X	X	X		X	
LAS DELTAS	62	NO POLICY											
LAS LOMITAS	1,594	NO POLICY											
LATROBE	20	NO POLICY											
LAWNDALE	5,956							X	X				
LEE VINING	140							X		X			
LEMON GROVE	3,990	NO POLICY											
LEMOORE	1,532							X	X	X			
LENNOX	3,036							X	X	X			

TABLE 2 - ELEMENTARY DISTRICTS

DISTRICT POLICIES FOR RESOLVING DISPUTES – GRIEVANCE POLICIES														
DISTRICT NAME	AVERAGE DAILY ATTENDANCE	AREAS EXCLUDED FROM GRIEVANCE POLICIES						PROCEDURAL STEPS FOR APPEAL					
		Transfers	Salary Placement	Evaluation	Assignment	Leaves	Other	Conference With Principal	Conference With Administrator	School Board	Arbitrator	Panel	Other
LIBERTY-TULARE CO	233							X	X	X			
LINDEN	15	NO POLICY											
LITTLE LAKE	6,377							X	X	X			
LIVE OAK	1,426							X	X	X			
LOLETA	180	NO POLICY											
LOMA PRIETA	518	NO POLICY											
LONE VALLEY	89							X		X	X		
LOOMIS	1,428	NO POLICY											
LOS ALAMITOS	4,490							X	X				
LOS ALTOS	4,921	NO POLICY											
LOS GATOS	3,667							X	X	X			
LOS NIETOS	2,751	NO POLICY											
LOS OLIVOS	85	NO POLICY											
LOWELL	5,421							X	X	X			
LUCERNE VALLEY	257	NO POLICY											
LUTHER BURBANK	287	NO POLICY											
MACDOEL	98	NO POLICY											
MAD RIVER	159	X								X			
MAMMOTH	318	NO POLICY											
MANHATTAN BEACH	4,825	X	X	X	X	X		X	X	X			
MAPLE	104	NO POLICY											
MAPLE CREEK	10	NO POLICY											
MARK TWAIN	399	NO POLICY											
MATTOLE	52	NO POLICY											
MCCABE	255	NO POLICY											
MCKINLEY-ROOSEVELT	1,323							X	X	X			
MEADOWS	252							X	X				
MECCA	427	NO POLICY											
MENDOTA	1,282							X	X	X		X	
MENIFEE	126								X	X		X	
MENLO PARK	1,664								X	X			
MERCED	8,769									X			
MIDWAY	224									X			
MILL VALLEY	3,343	NO POLICY											
MILLBRAE	3,196							X	X	X			
MINERAL	38	NO POLICY											

TABLE 2 – ELEMENTARY DISTRICTS

DISTRICT POLICIES FOR RESOLVING DISPUTES – GRIEVANCE POLICIES														
DISTRICT NAME	AVERAGE DAILY ATTENDANCE	AREAS EXCLUDED FROM GRIEVANCE POLICIES						PROCEDURAL STEPS FOR APPEAL					
		Transfers	Salary Placement	Evaluation	Assignment	Leaves	Other	Conference With Principal	Conference With Administrator	School Board	Arbitrator	Panel	Other
MONTGOMERY CREEK	66							X	X	X	X		
MOPELAND	8,503							X	X	X			
MT PLEASANT	3,671							X	X	X			
MT VIEW-S CLARA CO	3,222							X	X	X			X
MUPU	69	NO POLICY											
MURRAY	5,886							X	X	X			
NATIONAL	4,702		X			X		X	X	X			
NATOMAS	128							X	X	X			
NEVADA CITY	891	NO POLICY											
NEW JERUSALEM	147	NO POLICY											
NEWCASTLE	264	NO POLICY											
NEWHALL	2,187							X	X	X			
NORTH COW CREEK	123							X		X			
NORTH SACRAMENTO	5,441	NO POLICY											
NORTHSIDE	77	NO POLICY											
OAK GROVE-S CLARA CO	11,681							X	X	X			
OAK GROVE-SONOMA CO	616							X					
OAK VALLEY	283	NO POLICY											
OAK VIEW	266							X	X	X	X		
OAKHURST	347							X		X			
OAKLEY	1,007	X	X	X	X	X		X	X	X			
OASIS	297	X	X	X	X	X	X	X	X	X			
OCEAN VIEW-ORANGE CO	14,218							X	X	X			X
OCEAN VIEW-VENTURA CO	2,124							X	X	X			
OLYMPIA	26	NO POLICY											
ORANGE CENTER	487	NO POLICY											
ORCHARD	200							X	X	X			
ORCUTT	3,723	NO POLICY											
ORO LOMA	260							X		X			
OROVILLE	2,747	NO POLICY											
OXNARD	9,383							X	X	X			
PACHECO	836	NO POLICY											
PACIFIC-FRESNO CO	481							X	X				
PACIFIC-SANTA CRUZ CO	61	NO POLICY											
PALERMO	862							X	X	X			X
PALMDALE	4,205							X	X	X			

TABLE 2 - ELEMENTARY DISTRICTS

DISTRICT POLICIES FOR RESOLVING DISPUTES – GRIEVANCE POLICIES													
DISTRICT NAME	AVERAGE DAILY ATTENDANCE	AREAS EXCLUDED FROM GRIEVANCE POLICIES						PROCEDURAL STEPS FOR APPEAL					
		Transfers	Salary Placement	Evaluation	Assignment	Leaves	Other	Conference With Principal	Conference With Administrator	School Board	Arbitrator	Panel	Other
PALO VERDE	437								X				
PANOCHE	13	NO POLICY											
PARADISE	127	NO POLICY											
PINER-OLIVET	480			X				X	X	X			
PIONEER-KINGS CO	237							X		X			
PLANADA	639	NO POLICY											
PLEASANT RIDGE	455	NO POLICY											
PLEASANT VAL-NEVADA CO	40	NO POLICY											
PLEASANT VAL-S.L.O. CO	15									X			
PLEASANT VAL-VENT CO	5,956		X		X			X	X	X			
PLEASANT VIEW	300	NO POLICY											
PLUMAS	57	NO POLICY											
POLLOCK PINES	500							X	X	X			
POPE VALLEY	33	NO POLICY											
PORTERVILLE	4,508							X	X	X			
PORTOLA VALLEY	903	NO POLICY											
RAISIN CITY	277								X	X			
RAYMOND-KNOWLES	63	NO POLICY											
RED BLUFF	1,740	NO POLICY											
REDDING	2,785							X	X	X			
REDONDO BEACH	8,861							X	X	X			
REDWOOD CITY	10,110							X	X	X			
REEF-SUNSET	904	NO POLICY											
RESCUE	514	NO POLICY											
RICHGROVE	452	NO POLICY											
RICHLAND	1,837							X	X				
RINCON VALLEY	3,259	NO POLICY											
RINDGE	49	NO POLICY											
RIO	2,024							X	X	X	X		
RIO BRAVO-GREELEY	247	NO POLICY											
RIO DELL	470									X			
RIO LINDA	9,578								X	X			
RIVERBANK	1,318	X	X	X	X	X		X	X	X			
ROBERTS FERRY	39	NO POLICY											
ROHNERVILLE	608	NO POLICY											
ROMOLAND	235				X			X	X	X	X		

TABLE 2 - ELEMENTARY DISTRICTS

DISTRICT NAME	AVERAGE DAILY ATTENDANCE	DISTRICT POLICIES FOR RESOLVING DISPUTES – GRIEVANCE POLICIES											
		AREAS EXCLUDED FROM GRIEVANCE POLICIES						PROCEDURAL STEPS FOR APPEAL					
		Transfers	Salary Placement	Evaluation	Assignment	Leaves	Other	Conference With Principal	Conference With Administrator	School Board	Arbitrator	Panel	Other
ROSEMEAD	2,810	NONE REPORTED											
ROSEVILLE	3,204							X	X	X			X
ROUND VALLEY	190	NO POLICY											
SALIDA	577		X	X				X	X	X		X	
SALINAS	6,572	NO POLICY											
SAN ARDO	107	NO POLICY											
SAN BRUNO PARK	4,399							X	X	X	X	X	
SAN GABRIEL	4,019	NO POLICY											
SAN JOAQUIN-FRESNO CO	528	NO POLICY											
SAN JOAQUIN-ORANGE CO	11,423	X	X		X	X		X	X	X		X	
SAN LUCAS	116	NO POLICY											
SAN PASQUAL	68	NO POLICY											
SAN YSIDRO	2,054	X	X	X	X	X		X	X	X			
SANTA MARIA	6,403	NONE REPORTED											
SANTA PAULA	3,445							X	X	X	X		
SANTEE	7,125							X	X	X			
SARATOGA	3,356	X						X	X				
SAUCELITO	55							X		X			
SAUGUS	4,539							X	X	X			
SAUSALITO	482							X	X	X			
SAVANNA	2,761	X	X	X	X	X		X	X	X			
SCOTIA	226	NO POLICY											
SEAL BEACH	1,155							X	X	X			
SEBASTOPOL	1,234	X	X	X	X	X		X	X	X			
SEIAD	43	NO POLICY											
SHASTA LAKE	1,335	NONE REPORTED											
SIERRA	184						X			X			
SOLANA BEACH	846							X	X	X			
SOLEDAD	1,329	X			X	X		X	X	X			
SOLEDAD-AGUA DULCE	466							X	X	X		X	
SONORA	558	NO POLICY											
SOQUEL	1,917	X	X	X	X	X		X	X	X			
SOUTH BAY-HUMBOLDT CO	657	NO POLICY											
SOUTH BAY-SAN DIEGO CO	6,074							X	X	X			
SOUTH FORK	140	NO POLICY											
SOUTH WHITTIER	4,222	NONE REPORTED											

TABLE 2 - ELEMENTARY DISTRICTS

DISTRICT POLICIES FOR RESOLVING DISPUTES – GRIEVANCE POLICIES														
DISTRICT NAME	AVERAGE DAILY ATTENDANCE	AREAS EXCLUDED FROM GRIEVANCE POLICIES						PROCEDURAL STEPS FOR APPEAL						
		Transfers	Salary Placement	Evaluation	Assignment	Leaves	Other	Conference With Principal	Conference With Administrator	School Board	Arbitrator	Panel	Other	
SPRECKELS	543	NO POLICY												
STANDARD	2,115	NONE REPORTED												
STONE CORRAL	103	NO POLICY												
SULPHUR SPRINGS	2,281							X	X	X		X		
SUNDALE	431							X	X	X		X		
SUNNYSIDE	338							X						
TAFT	1,981												X	
TEMECULA	180							X	X					
TERRA BELLA	514	NO POLICY												
THERMALITO	1,172	NO POLICY												
THREE RIVERS	165	NO POLICY												
TIMBER	5,883							X	X	X				
TRAVER	253								X	X	X	X		
TRINIDAD	264					X			X					
TUSTIN	9,916							X	X				X	
TWAIN HARTE-LONG BARN	376					X			X	X		X		
UNION-MARIN CO	13	NO POLICY												
UNION-SANTA CLARA CO	10,279	X			X			X	X	X				
UNION HILL	206	X			X	X		X						
UPLAND	5,897							X	X	X	X			
UPPER LAKE	320	NO POLICY												
VAL VERDE	531	NO POLICY												
VALLE LINDO	1,130							X	X	X				
VALLECITOS	146	NO POLICY												
VALLEY HOME	174	NO POLICY												
VALLEY OAKS	7,377							X						
VICTOR	1,888	NO POLICY												
VINELAND	613	NO POLICY												
WALNUT CREEK	3,784							X	X	X			X	
WASHINGTON-MERCED CO	95	NO POLICY												
WASUMA	134	X	X	X	X	X		X		X				
WAUGH	65	NO POLICY												
WEAVER	844								X	X			X	
WEAVERVILLE	494								X	X				
WEED	579							X	X			X		
WESTMINSTER	12,211							X	X	X				

TABLE 2 – ELEMENTARY DISTRICTS

DISTRICT POLICIES FOR RESOLVING DISPUTES – GRIEVANCE POLICIES													
DISTRICT NAME	AVERAGE DAILY ATTENDANCE	AREAS EXCLUDED FROM GRIEVANCE POLICIES						PROCEDURAL STEPS FOR APPEAL					
		Transfers	Salary Placement	Evaluation	Assignment	Leaves	Other	Conference With Principal	Conference With Administrator	School Board	Arbitrator	Panel	Other
WESTSIDE-L.A. CO	2,054	NO POLICY											
WHEATLAND	2,878	NO POLICY											
WHISMAN	2,738							X	X	X			
WHITMORE	58	NO POLICY											
WILMAR	375	NO POLICY											
WINTON	947	NO POLICY											
WISEBURN	2,276	NO POLICY											
WOODLAKE	1,064	NO POLICY											
WOODSIDE	401	NO POLICY											
WRIGHT	429	NO POLICY											
YORBA LINDA	2,346							X	X	X		X	X
YREKA	1,166	X			X	X		X		X			

TABLE 3 – HIGH SCHOOL DISTRICTS

DISTRICT POLICIES FOR RESOLVING DISPUTES – GRIEVANCE POLICIES														
DISTRICT NAME	AVERAGE DAILY ATTENDANCE	AREAS EXCLUDED FROM GRIEVANCE POLICIES						PROCEDURAL STEPS FOR APPEAL						
		Transfers	Salary Placement	Evaluation	Assignment	Leaves	Other	Conference With Principal	Conference With Administrator	School Board	Arbitrator	Panel	Other	
ACALANES	7,929			X				X	X	X				
ANAHEIM	37,090							X						
ANALY	2,073					X		X	X	X				
ANTELOPE VALLEY	7,244							X	X	X				
ARCATA	2,206	NO POLICY												
BISHOP	793	NO POLICY												
BRAWLEY	1,637	NO POLICY												
CENTINELA VALLEY	7,801							X	X	X				
CENTRAL-FRESNO CO	1,325	NO POLICY												
CENTRAL-IMPERIAL CO	2,322				X	X		X	X	X				
COACHELLA VALLEY	1,396							X	X					
COAST	221	X	X	X	X	X		X	X	X				
DELANO	1,959	NONE REPORTED												
DOS PALOS	985	X	X		X	X			X					
EAST NICOLAUS	199	NO POLICY												
EL DORADO	2,476	NO POLICY												
EL MONTE	8,701							X	X	X				
ESCONDIDO	5,270							X	X	X				
EXETER	922	NO POLICY												
FALLBROOK	1,372							X	X	X				
FORTUNA	1,256							X	X	X				X
FULLERTON	1,538							X	X	X		X		
GRIDLEY	638		X							X	X			
GROSSMONT	22,671	NONE REPORTED												
HAMILTON	132							X	X	X				
HANFORD	2,597							X	X	X				
HEALDSBURG	1,748							X	X	X				
HUNTINGTON BEACH	16,866			X				X	X	X		X		
JEFFERSON	8,274							X	X	X	X			
JULIAN	194	NO POLICY												
KERMAN	644							X	X	X				
KING CITY	970							X	X	X				
KINGSBURG	727	NO POLICY												
LASSEN	1,066	NO POLICY												
LE GRAND	381		X	X	X	X		X	X	X				
LEMOORE	1,602							X	X	X				

TABLE 3 – HIGH SCHOOL DISTRICTS

DISTRICT POLICIES FOR RESOLVING DISPUTES – GRIEVANCE POLICIES													
DISTRICT NAME	AVERAGE DAILY ATTENDANCE	AREAS EXCLUDED FROM GRIEVANCE POLICIES						PROCEDURAL STEPS FOR APPEAL					
		Transfers	Salary Placement	Evaluation	Assignment	Leaves	Other	Conference With Principal	Conference With Administrator	School Board	Arbitrator	Panel	Other
LOS GATOS	4,358	NO POLICY											
MERCED	6,407	NO POLICY											
MONO COUNTY	255							X	X	X			
MOOR PARK MEMORIAL	392							X	X	X			
MT VIEW-LOS ALTOS	5,651							X	X	X			
NEVADA	1,623	NO POLICY											
OAKDALE	1,937							X	X	X		X	
OROVILLE	2,379							X	X	X			
OXNARD	15,749		X	X				X	X	X			
PLACER	3,326							X	X	X			
POINT ARENA	164	NO POLICY											
PORTERVILLE	3,357							X	X	X			
RED BLUFF	1,547	X							X				
RIVERDALE	446	NO POLICY											
SAN BENITO	1,355	NO POLICY											
SAN DIEGUITO	3,630							X	X	X	X		
SANTA MARIA	4,334							X	X	X	X		
SANTA PAULA	1,478						X	X	X	X			
SANTA YNEZ VALLEY	676							X	X	X			
SEQUOIA	12,637							X	X	X			
SHASTA	4,563							X	X	X			
SIERRA	776	X			X				X				
SISKIYOU	1,162							X	X	X			
SONORA	1,141	X		X	X			X	X	X			
SOUTH BAY	7,711							X	X	X			
STRATHMORE	306	X	X		X	X		X	X	X	X	X	
SUTTER	352	NO POLICY											
SWEETWATER	24,740	X		X	X	X		X	X	X			
TAMALPAIS	6,034							X	X	X			
TRANQUILLITY	690	NO POLICY											
TRINITY	613							X	X	X			
TULARE	3,335	NO POLICY											
TUSTIN	9,027						X	X	X	X		X	
VICTOR VALLEY	5,322	NO POLICY											
WASCO	869	NO POLICY											
WHEATLAND	868	NO POLICY											

TABLE 3 - HIGH SCHOOL DISTRICTS

DISTRICT POLICIES FOR RESOLVING DISPUTES – GRIEVANCE POLICIES														
DISTRICT NAME	AVERAGE DAILY ATTENDANCE	AREAS EXCLUDED FROM GRIEVANCE POLICIES						PROCEDURAL STEPS FOR APPEAL						
		Transfers	Salary Placement	Evaluation	Assignment	Leaves	Other	Conference With Principal	Conference With Administrator	School Board	Arbitrator	Panel	Other	
WHITTIER	15,585							X	X	X			X	
WM S HART	6,522							X	X	X				
WOODLAKE	600	NO POLICY												
YREKA	974	NO POLICY												

TABLE 4 - COMMUNITY COLLEGE DISTRICTS

DISTRICT POLICIES FOR RESOLVING DISPUTES – GRIEVANCE POLICIES														
DISTRICT NAME	AVERAGE DAILY ATTENDANCE	AREAS EXCLUDED FROM GRIEVANCE POLICIES						PROCEDURAL STEPS FOR APPEAL					
		Transfers	Salary Placement	Evaluation	Assignment	Leaves	Other	Conference With Principal	Conference With Administrator	School Board	Arbitrator	Panel	Other
ALLAN HANCOCK	5,414	NO POLICY											
BUTTE	3,128	NO POLICY											
CABRILLO	4,519	NO POLICY											
CHAFFEY	5,549								X	X			
CITRUS	5,582	NO POLICY											
COAST	18,951	NO POLICY											
COMPTON	4,721									X			
EL CAMINO	13,230	NO POLICY											
FOOTHILL	15,201							X	X	X			X
FREMONT-NEWARK	2,317							X	X				
GLENDALE	4,705	X		X				X	X			X	
GROSSMONT	8,404							X	X	X			X
HARTNELL	3,393	NO POLICY											
KERN	9,009	NONE REPORTED											
LASSEN	1,181	NO POLICY											
LOS ANGELES	65,801	NONE REPORTED											
LOS RIOS	21,358						X	X	X	X			
MERCED	3,750	NO POLICY											
MT SAN ANTONIO	10,243	NO POLICY											
MT SAN JACINTO	927	NONE REPORTED											
NORTH ORANGE	19,156							X	X	X			
PALO VERDE	474	NONE REPORTED											
PALOMAR	5,103							X	X	X	X		
REDWOODS	3,391							X	X	X			
RIO HONDO	7,493	NO POLICY											
RIVERSIDE	7,266								X				
SADDLEBACK	2,486							X	X	X			
SAN DIEGO	22,868							X	X		X		
SAN JOSE	8,385								X	X		X	
SAN LUIS OBISPO	2,451	NO POLICY											
SANTA BARBARA	6,110						X	X		X			
SANTA CLARITA	1,017	X	X		X	X		X	X	X	X		
SANTA MONICA	8,391	NO POLICY											
SEQUOIAS	4,168	NO POLICY											
SIERRA	3,830							X	X				X
SISKIYOU	1,242	NO POLICY											